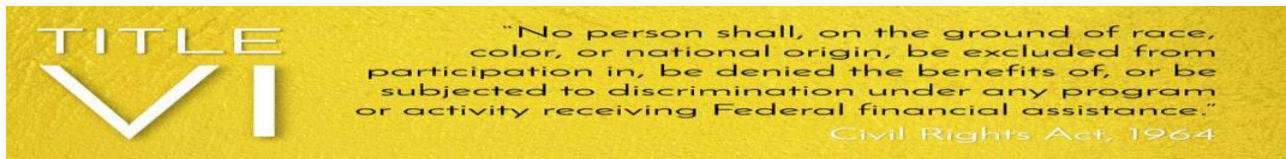


# NOTIFICATION TO THE PUBLIC



## MassDEP Notice of Nondiscrimination

The Massachusetts Department of Environmental Protection (MassDEP) operates its programs, services and activities in compliance with applicable nondiscrimination laws. MassDEP complies with applicable federal and state laws and regulations and will not condone discrimination, intimidation, threats, coercion or retaliation against any individual or group.

### **Federal Law – Title VI/Nondiscrimination Protections**

MassDEP complies with Title VI of the Civil Rights Act of 1964 and other applicable federal<sup>1</sup> statutes and regulations in the implementation of its programs. Title VI prohibits discrimination in federally assisted programs and requires that no person in the United States of America shall, on the grounds of race, color or national origin (including limited English proficiency), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance. MassDEP also provides meaningful access to its programs, services, and activities to individuals with limited English proficiency, pursuant to the US Environmental Protection Agency guidance on Federal Executive Order 13166.

### **State Law – Nondiscrimination Protections**

MassDEP complies with the Governor's Executive Order 526, section 4 requiring all programs, activities, and services provided, performed, licensed, chartered, funded, regulated, or contracted for and by the state to be conducted without unlawful discrimination based on **race, color, age, gender, ethnicity, sexual orientation, gender identity or expression, religion, creed, ancestry, national origin, disability, veteran's status (including Vietnam-era veterans), or background.**

MassDEP complies with the state's Public Accommodation Law, G.L. c. 272 §§ 92A, 98, 98A, which prohibits making any distinction, discrimination, or restriction in admission to, or treatment in a place of public accommodation based on **race, color, religious creed, national origin, sex, gender identity, sexual orientation, deafness, blindness, or any physical or mental disability, or ancestry.**

To request additional information about this notice, or to file a complaint under Title VI or other nondiscrimination laws, please contact:

Michelle Waters-Ekanem, Non-Discrimination Coordinator  
MassDEP – Office of Diversity and Civil Rights  
One Winter Street, 3<sup>rd</sup> Floor  
Boston, MA 02108  
Phone: 617 292-5751  
Email: [michelle.waters-ekanem@state.ma.us](mailto:michelle.waters-ekanem@state.ma.us)

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<sup>1</sup> Federal law requires compliance by state agencies that receive federal funding under these additional nondiscrimination statutes: Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972 and Section 13 of the Federal Water Pollution Control Act Amendments of 1972. The U.S. Environmental Protection Agency (EPA) has incorporated the federal nondiscrimination requirements into its regulations which can be found at 40 CFR Parts 5 and 7.